UNC sets pay for new leader

Lean times limit salary

By Eric Ferreri
STAFF WRITER

CHAPEL HILL – The next president of the UNC system could earn as much as $550,000 a year, a salary that university officials hope balances competitiveness with fiscal responsibility.

A committee searching for a successor for current President Erskine Bowles settled on a salary range of $495,000 to $550,000 Tuesday.

Even at the high end, the next leader of the state’s university system will earn less than leaders of systems of similar size and makeup. But UNC leaders said they weren’t comfortable going higher.

“We’ve got to be competitive in the marketplace,” said John Davis, a member of the UNC system’s Board of Governors who led a subcommittee examining the salary issue. “[But] we can’t be ridiculous and be up over the top.”

Bowles, the system president since 2006, earns $478,291.

The UNC system has traditionally found strong leaders even while paying $50,000 to $100,000 less than market rates, said R. William Funk, a consultant guiding the search. That gap will narrow if the next university leader hits the $550,000 ceiling, Funk said.

“Folks come into higher education not to become wealthy,” Funk said. “But they want to be compensated similar to others doing comparable work.”

It is hard to find perfect comparisons in other states because public university systems vary widely in size, number of campuses and other factors. But a few similar public systems, in Georgia, Maryland and two in California, all pay their leaders more than Bowles earns.

According to a Chronicle of Higher Education survey, the president of the 11-campus Maryland system, William

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PRESIDENTS’ SALARIES

UNC President Erskine Bowles earns $478,291 annually. Here’s what the leaders of some comparable university systems earned in 2009-09, according to the Chronicle of Higher Education.

- William Kirwan, University System of Maryland: $590,000.
- Erroll Davis Jr., University System of Georgia: $592,487.
- Mark Yudof, University of California system: $600,000.
- Charles Reed, California State University System: $492,947.

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Kirwan, earned $590,000 in 2008-09. Mark Yudof, president of the University of California system, earned $600,000 that year.

With public money tight, candidates for top positions are negotiating aggressively, Funk advised this week.

“You see a lot of presidents take pay cuts and pay freezes,” he said. “So there is a sense that you negotiate your salary on the front end because you may not get a raise for three years.”

The salary demands will depend on the candidate. Some UNC leaders have expressed an interest in another “nontraditional” president in the mold of Bowles and former President C.D. Spangler, each of whom had amassed considerable personal wealth in the corporate world before taking the UNC job. Spangler always returned his pay to the UNC system’s coffers, and Bowles has given $125,000 per year back for financial aid.

Neither Bowles nor Spangler had previous experience in higher education.

The next president will oversee a 16-campus system with a total budget of $7.4 billion, with more than 220,000 students and 47,000 faculty and staff members.

For a job that size, the salary is warranted, said Terry Hartle, senior vice president with the American Council on Education.

“Could you find someone to do that job for a lot less? Yes,” Hartle said. “Would it be someone you want running the University of North Carolina system? Probably not.”

An impressive corporate titan unwilling to give up a million-dollar salary may be beyond the university’s reach. But UNC leaders say they want to try. On Monday, Funk gave them a pep talk on chatting up business contacts, prominent university alumni and anyone else they think might be a good candidate, or might know of some.

Think broadly, he urged them. Look to universities, the private sector, government, the military and even the nonprofit world.

“No one has a monopoly on leadership,” he said. “Higher education, especially on this level, is big business. This is an opportunity to look at a broad swath of individuals.”

UNC hopes to have a new president by the end of the year.

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Payback! Actually, no.

Senate leaders already rejected Gov. Bev Perdue's proposal to pay state employees back for last year’s 10-hour furlough and give teachers their longevity-based salary increases.

Senate leader Marc Basnight emphasized Tuesday that private sector workers have lost jobs, hours and benefits across the state.

"You cannot give raises in that climate," Basnight said during a news conference with the Senate’s top budget writer, Sen. Linda Garrout of Winston Salem, and Senate Majority Leader Martin Nesbitt of Asheville – all Democrats.

The trio of leaders said the state remains about $800 million behind in revenue to make the current $19 billion budget balance before the end of the fiscal year on June 30. While they search for a way to plug that gap, they also want to restore $40 million in cuts to mental health programs last year.

The Senate leaders anticipate no new taxes in their budget but do expect fee increases. They plan to vote on the spending plan on May 20 and send it to the House, where it will no doubt be changed. A conference committee will work out a compromise version.

No hurry

Oh, to have a work week like the N.C. General Assembly’s. The Senate has no bills on its calendar today. The House has four.

Thursday will probably be a short day, and lawmakers take Fridays off to go home to their districts.

Monday’s schedule starts late to give everyone time to return to Raleigh. So the real work usually happens three days a week.

Define ‘short’

In odd-numbered years, the legislature meets in January for the long session, in which any and all subjects are fair game.

In even-numbered years, such as this one, the short session starts in May and is intended to focus on revisions to the state budget. Also in play are any of the 187 bills that cleared one chamber last year.

So, too, are new bills that propose constitutional amendments or that pertain to local jurisdictions. There’s a whole list of the types of new bills that can be considered, but remember, these folks literally make the laws so there are plenty of ways they can put an issue in play.

Basnight, a Manteo Democrat, declined to predict when lawmakers might decide to quit.

"We’ll address that when we adjourn," he said.

Ethics or not?

In addition to the budget, lawmakers are expected to tackle ethics reforms. The administration of former Gov. Mike Easley is under a federal investigation that has already produced one indictment. Republicans have seized the ethical issue as one they think will be a winner in the fall elections.

House Democrats and Democratic Gov. Bev Perdue say they’re committed to ethics reforms. Senate Democrats say the budget and creating jobs come first.

Staff writers Benjamin Nciet and Mark Johnson
He gave up the grind for growing

By Andrea Weigl
Staff Writer

By the late 1990s, Fred Miller had spent almost 20 years selling Ikon office equipment. He was burned out on sales quotas, managers' meetings and the regular day-in, day-out corporate grind.

One morning Miller read an article in The News & Observer about "community supported agriculture," known as CSA, in which people pay farmers for a weekly share of their crops during the growing season. At the time, only a handful of CSAs were in North Carolina.

Miller turned to his wife and said, "Virginia, this is what I want to do." Lucky for Miller, his wife and her two sisters had inherited about 400 acres in southern Wake County. Mill-

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er has since carved out 35 acres for Hilltop Farms, the county's "first and only certified organic grower."

Miller, 51, met his wife at East Carolina University, where he got a business administration degree with a concentration in accounting. (He jokes: "I tell people I still turned out to be a bean counter.")

The farm is named after Hilltop Road, where the couple lives in the farmhouse that Virginia's grandparents built in 1921. They are surrounded by family. Her sisters live within sight in their own houses, and cousins live up and down the road.

Miller says it was not an easy transition from copier salesman to farmer.

"We had one little tractor," he says. "I didn't have any help, any know-how, any facilities."

The first three years, he farmed after work and on weekends. His first CSA had two members who split a share. He couldn't grow enough to supply this lone pair of CSA members and instead had to buy produce from other organic growers.

"The next year, my vow was to grow everything myself, and I have ever since," he says.

Miller now has about 170 CSA members. He sells at two weekly farmers markets and from a stand at the farm, offering organic strawberries, blueberries, mustard greens, rad-

WHERE TO GO

You can buy Hilltop Farms produce at these locations:

- Every Wednesday at the Raleigh Downtown Farmers Market, 10 a.m.-2 p.m. 442 Fayetteville St. City Plaza, Raleigh, www.godowntownraleigh.com/farmers-market/eat-local
- Every Saturday at the Holly Springs Farmers Market, 8 a.m.-noon, 128 S. Main St., Holly Springs, Town Hall parking lot.
- Every Saturday at the farm, noon-5 p.m., 6612 Kennebec Road, Willow Springs.

You can call Fred Miller at 552-5541 or send him e-mail at info@hilltopfarms.org.

Or check out the website, www.hilltopfarms.org.

MEET FARMER JOE

This is the second year for our Meet Farmer Joe series. Every couple of weeks, we will profile a farmer or vendor at a local farmers market until the growing season ends in the fall. We encourage you to visit these markets and get to know who sells you your food.

ishes, lettuces and more. He also supplies produce to Eastern Carolina Organics, a farmer-owned cooperative that sells to retailers and restaurants.

As a farmer, he still faces deadlines, franticness and unhappy customers, but he says, "Nobody every thanked me for being a copier salesman."

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Mother, daughter get degrees together at ECU

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When graduation was held Friday at East Carolina University, a local mother and daughter shared the moment, with both getting degrees.

Diane Miller, grants manager for the city of Havelock, received a Master of Public Administration Degree, and her daughter, Rebecca S. Deal, a 2006 graduate of Havelock High School, received a Bachelor of Science Degree in Political Science.

The two women walked across the same stage to pick up their degrees during the graduation ceremony on Saturday.

Miller has earned two associate degrees from Craven Community College and earned her undergraduate degree from ECU in 2003. She has been working and commuting nights to ECU for the last several years to earn her masters.

Her thesis focused on alternatives to a lack of recreation space for organized athletics in Havelock. Miller said the Parks and Recreation Department helped gather data and statistics for the thesis, and she presented the information to the Havelock Board of Commissioners on Monday night.

Deal was commander of the National Junior Reserve Officers Training Corps in her senior year at Havelock High School. She graduated from the Leader Development and Assessment Course, a requirement for commission in the Army. She was commissioned a second lieutenant on Saturday with Tom Braaten, retired major general and former commander at Cherry Point, administering Deal’s oath of office.

Sgt. Maj. Earnest Flowers, from the Havelock Young Marines, and Miller pinned on Deal’s bars. First Sgt. Harry Wilson, of Havelock High’s NJROTC, was her first salute. Retired Master Gunnery Sgt. Jerry Millea, Deal’s stepfather, pinned her beret.

Deal will be stationed with the 593rd Support Battalion at Ft. Lewis, Washington.

Deal left Monday to travel to Fort Campbell, Ky., where she will be an instructor in the Leadership Training Course for the summer.

Deal earned her jump wings at Airborne School at Fort Benning, Ga., in 2004.
UVa. seeks new law

Troubled past of Hugueley had gone unknown

By Jack Carey
USA TODAY

A proposal by the president of the University of Virginia to have police agencies in the state report arrests of college students to their schools could be a key step toward curbing campus violence, says the co-founder of a Chicago-based security-advising firm.

"It's a good idea to start a dialogue and make sure every stakeholder is at the table — law-enforcement professionals, mental-health professionals and institutions of higher learning," said Arnette Heintze, who with partner Terry Hillard founded Hillard Heintze strategic security advisers.

In the aftermath of the May 3 death of Virginia lacrosse player Yeardley Love, Virginia Gov. Bob McDonnell met Tuesday with university president John Casteen and later said he will consult with law-enforcement officials before recommending changes to state law sought by Casteen.

George Hugueley, a member of the men's lacrosse team, was charged with first-degree murder in Love's death. Hugueley in 2008 had been arrested and charged with public drunkenness and resisting arrest and had to be restrained by a Taser after threatening to kill a Lexington, Va., policewoman. The incident took place about 70 miles from Virginia's campus, and school officials said they were never informed about it before Love died.

Also Tuesday, Hugueley's mother, Marta Murphy, made her first public comment on Love's death in a written statement:

"Though my pain is great, it will never come close to the anguish felt by the Love family. Yeardley was part of our lives. I got to know her as George's mom. She was a sweet, wonderful young woman with a limitless future. ... We also know her mother, Sharon. The pain she and her family are suffering is something that no family should ever have to endure. No parent should have to bury a child."

Murphy is no longer married to George Hugueley IV, the accused's father.

Casteen and McDonnell acknowledged difficulties with the logistics of a reporting law. McDonnell said he had talked to law-enforcement officials, who asked how they would know if a suspect was a student, what steps they would be required to take to verify information and who they would report it to.

"I think we've got some challenges ... but I'm committed to the broader goal of (providing) quality information so that a president can best protect his or her campus," the governor said.

Heintze, a former U.S. Secret Service special agent, said such collaboration on threat assessment is important. "But it has to be fully thought out and funded right," he said. "And they need to make sure everybody at the table gets their concerns aired."
Bar Raised for Law-Grad Jobs

Employment Prospects Dim as Firms Retrench, Derailing Career Paths for Many

By NATHAN KOPPEL

Fabian Ronisky thought he was on track last summer to become a high-powered corporate lawyer. He was an intern at a leading firm in Los Angeles, earning about $3,000 weekly. But the firm didn’t offer him a permanent job.

So Mr. Ronisky, a 25-year-old student at Chicago’s Northwestern University School of Law, spent the fall sending 50 resumes to law firms and government agencies, to no avail. Now, just days shy of graduation and with $150,000 of student loans, he plans to move back to his parents’ home in San Diego and sell music and movies online.

"I wanted to use my education," he said. "But times change."

Mr. Ronisky is one of about 40,000 law-school students who will graduate this spring and enter one of the worst job markets for attorneys in decades. This year’s classes have it particularly bad, according to lawyers and industry experts. Though hiring was down last year as well, they said 2009 graduates applied for jobs before law firms had felt the full brunt of the downturn.

The situation is so bleak that some students and industry experts are rethinking the value of a law degree, long considered a ticket to financial security. If students performed well, particularly at top-tier law schools, they could count on jobs at corporate firms where annual pay starts as high as $160,000 and can top out well north of $1 million. While plenty of graduates are still set to embark on that career path, many others have had their dreams upended.

Part of the problem is supply and demand. Law-school enrollment has held steady in recent years while law firms, judges, the government and other employers have drastically cut hiring in the economic downturn.

Large corporate law firms have been hit particularly hard. The nation’s 100 highest-grossing corporate firms last year reported an average revenue decline of 3.4%, the first overall drop in more than 20 years, according to the May issue of The American Lawyer magazine.

Morrison & Foerster LLP, a 1,000-lawyer San Francisco-based firm, hired about 30% fewer graduates this year than in the prior year. "It would not surprise me if all firms cut back on hiring law graduates for a couple of years," said Keith Wetmore, its chairman. Saul Ewing LLP, a 250-lawyer Philadelphia firm, cut hiring of law graduates this year by about two-thirds.
Law firms of all sizes have suffered as clients have curbed work on real-estate acquisitions, mergers, public offerings and other staples of corporate practice. They have had to fire lawyers, reduce hiring and defer the start dates of the law graduates who did receive job offers.

Many 2009 law graduates who were offered jobs just started work this year. And many graduates hired in 2010 won't start until 2011. So even when the economy picks up, firms would first have to absorb their backlog of recent hires.

It is too early to get a comprehensive view of the employment rate for the 2010 class, but there are plenty of troubling indicators.

Law firms had an average of 16 summer internship positions to offer this year, about half the number of the previous year, according to a March report by the National Association for Law Placement Inc.

Employers last year offered 69% of summer interns a full-time job, down from about 90% in the previous five years.

The University of Texas School of Law, long regarded as among the nation's top 20, estimates the employment rate for 2010 graduates is down about 10% to 15% from last year.

"I've been at this for 23 years, and this is the worst job market I've ever seen," said Karen Klouda, head of career services at the University of Iowa College of Law.

Those considering law school might want to reconsider, said Allan Tanenbaum, chairman of an American Bar Association commission studying the impact of the economic crisis on the profession. Students take on average law-school debt of about $100,000 and, given the job market, many "have no foreseeable way to pay that back," he said.

Thomas Reddy, a second-year student at Brooklyn Law School, hasn't landed a summer internship yet after sending resumes to more than 50 law firms. He is taking on about $70,000 of debt each year of the three-year program to earn his degree, but said he may be fortunate to make $80,000 a year in a lawyer job after graduating. "That is less than what I was making before I went to law school," he said.

Many graduating students remained optimistic and determined to find legal jobs, according to interviews with students and career counselors. And many have secured good positions.

But it is bad form on campuses to bask in one's success, said Sue Landsittel, a Northwestern law student who will clerk at the 9th U.S. Circuit Court of Appeals in Seattle and join a top corporate firm after that. "You want to celebrate your own good fortune, but you have to remember it's a delicate issue."

- Video: Recent Grads Face Hard Knock Times

Write to Nathan Koppel at nathan.koppel@wsj.com
Post-Grad Assignment: Find Work

By MARISA TAYLOR

When Joseph Amaral graduates from the University of Southern California on Friday, he'll be one of the lucky ones; he has a job waiting for him.

Mr. Amaral, a cinema-studies major, landed a gig working as a creative executive for Jon Hurwitz and Hayden Schlossberg, the creators of the "Harold and Kumar" movies. The position arose after a chance encounter and networking on Mr. Amaral's part.

Most soon-to-be grads haven't been as fortunate.

With the job market just beginning to recover—the Department of Labor reported 290,000 jobs were added by U.S. companies in April—the outlook for college grads has generally been gloomy.

In a survey conducted between February and April of 31,470 students from over 400 colleges and universities by the National Association of Colleges and Employers, just 25% of students who had applied for a job before graduation had secured one, with a median starting salary of $41,000. Still, that's an improvement over 2009, when only 19.7% had found jobs by the same time.

"The students, to some extent, have entered the job market when it's actually getting a bit better," says Ed Koc, the director of strategic and foundation research at NACE and the lead researcher on the study. "But there are things to be nervous about."

For one, some experts worry that students who have lined up jobs might be taking whatever position they're offered—not necessarily that more jobs are available to them, Mr. Koc says.

"I see lots of students who are taking on whatever they're offered so they're employed," says Lindsay Pollack, author of "Getting from College to Career: 90 Things to Do Before You Join the Real World." But she says that might not carry through to the rest of their careers. "I think there's going to be a lot of understanding in the market about where the people were from 2008 to 2010" because of the recession and pressure to find work, she adds.

Even the most successful college students are having difficulties with the job hunt. Eric Min, 22, is the valedictorian of New York University's College of Arts and Sciences in the class of 2010. He double majored in international relations and Spanish and linguistics, completed internships at the office of his local Congressman and nonprofit Heart to Heart International, and even works as a peer educator at NYU's career center.

He has been hunting for jobs at international nonprofits since February, but so far hasn't had any luck. Many of his friends are in the same boat.
"We're not the only ones to go through this," says Mr. Min, who graduates this week. "I think that's what is keeping a lot of us motivated to keep going."

Indeed, some fields have seen an increase in college-grad hiring, specifically those requiring more technical know-how. Accounting majors, for example, led the way in job prospects, with nearly 46% of them receiving job offers, followed by business majors, with 44% of them getting an offer, according to the NACE report. Computer science, engineering, and mathematics majors, had job offer rates between 39% and 43%.

What's more, in fields like accounting, manufacturing, and professional services like consulting, recruiters say they are gearing up to hire more college seniors next year as the economy improves and consumers begin to spend.

Diane Borhani, the national director of campus recruiting for the international accounting firm Deloitte, says the firm hired about 4,800 recent graduates during the current fiscal year, but she's planning to hire 5,300 in the next year, about the same level as in 2007.

"Our hiring has always been aligned with our business growth and there's anticipated growth in several sectors," including the federal government and health care, she says.

College career counselors also say they've seen an influx of on-campus recruiting in the spring although the heaviest recruiting has typically been done in the fall.

Jack Raymond, the director of the career services center at Pennsylvania State University, says that while on-campus interviewing hit a 20-year low during the current academic year, there were some 1,684 on-campus interviews in the spring, a 40% increase over last spring. "Late this spring we've had more employers coming later than we've ever had" during that time of year, he says.

Eileen Kohan, the executive director of USC's career planning and placement center, reported a similar surge in spring recruiting, including financial-services jobs in New York."My sense was that employers waited and then they sprang," she says. Even finance jobs, which virtually disappeared in 2009, are beginning to bounce back, according to Trudy Steinfeld, the executive director of New York University's Wasserman Center for Career Development, who estimates that around 40% of the school's senior class has lined up jobs.

"There is more activity in terms of job listing, recruiting was up, and 150 employers came to our recruiting fair," she says. "That is very different from what you would have found last year or the year before."

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